



Presented by
**Jim Nys of
Personnel-Plus!
Consulting Services**

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Managing in Montana 2012

Montana's Top Employment Questions

1. Who is **exempt** from overtime?
2. What activities must I **pay** an employee for?
3. Who qualifies as an **independent contractor**?
4. When can I use drug, alcohol, and polygraph **testing** with my employees?
5. How can I terminate workers without being found guilty of **wrongful termination**?
6. How do I avoid charges of workplace **discrimination** and harassment?
7. What are my responsibilities towards an employee with a **disability**?
8. What **time off** must I approve and when can I say no?
9. How should I respond to **Unemployment Insurance**?
10. How do **Montana laws** differ from other state's employment laws?

NFIB Members	\$79
Non-NFIB Members	\$99
\$20 per person discount given if sending two or more representatives to the same workshop.	



**James A. Nys
Presenter**

Nys has well over 30 years experience in personnel management working for the State of Montana and since 1987 as a private consultant. Nys holds a Masters degree from the University of Montana and is certified as a "Senior Professional in Human Resources" by the Society for Human Resource Management (SHRM). Nys is also a member of the NFIB and part of the NFIB MT Leadership Council.

2012 Summer Tour

Helena	June 14th
Bozeman	June 20th
Lewistown	June 27th
Kalispell	July 25th
Hamilton	August 1st
Missoula	August 2nd
Butte	August 22nd
Great Falls	August 23rd
Billings	August 29th

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